

SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.33
(ID # 26327)

MEETING DATE:
Tuesday, November 05, 2024

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) and the County of Riverside to Add Sunday to the Shift Differential for Department of Waste Resources Employees [Total Cost - \$9,172 (\$5,300 Annually), Department of Waste Resources Budget].

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement between SEIU and the County of Riverside adding a \$10.00 shift differential for Department of Waste Resources Employees scheduled to work a Sunday shift.


ACTION: Policy


Tami Douglas-Schatz, Director of Human Resources 10/22/2024

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: November 5, 2024
xc: H.R.

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 3,872	\$ 5,300	\$ 9,172	\$ 5,300
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% Department of Waste Resources			Budget Adjustment:	No
			For Fiscal Year:	24/25

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Department of Waste Resources (Department) previously reached out to Human Resources (HR) requesting the addition of a ten-dollar (\$10.00) shift differential for employee's whose bi-weekly work schedule includes a Saturday shift. This request was included in negotiations with Service Employees International Union (SEIU) and agreed upon to be added to the 2024 – 2027 Memorandum of Understanding, which was approved by the Board on April 2, 2024. A subsequent request was recently made to add a ten-dollar (\$10.00) per hour shift differential for time worked on a Sunday.

The request to add the Sunday differential is to assist the Department to provide coverage on Sunday. While most landfills are closed on Sundays for customers, Badlands, Lamb Canyon and other landfills may remain open for maintenance activities. Additionally, Work Release Program participants can be assigned on a Sunday, and they require oversight while at the landfills.

To incentivize Sunday coverage, the County and SEIU have reached a tentative agreement, subject to Board approval, via a Side Letter to compensate employees who are scheduled to work a Sunday shift with an hourly differential of ten dollars (\$10.00) per hour for each hour worked on a Sunday. Full details of the agreement can be found in the attached Side Letter.

Impact on Residents and Businesses

There is no impact to residents or businesses.

Additional Fiscal Information

The Department of Waste Resources is able to absorb the cost of the shift differential pay with their current budget allocation.

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ATTACHMENTS:

Attachment A. Saturday and Sunday Differential Side Letter to the COR/SEIU MOU - Final Version

Attachment B. Saturday and Sunday Differential Side Letter to the COR/SEIU MOU - Strikeout Version, Signed.


Cesar Bernal, PRINCIPAL MGMT ANALYST 10/28/2024

SIDE LETTER TO THE
2024 - 2027
MEMORANDUM OF UNDERSTANDING (“MOU”)
BETWEEN
THE COUNTY OF RIVERSIDE (“County”)
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 (SEIU)

The parties hereto agree to add a new provision to Article 5, Workweek, Overtime and Premium Pay, Section 3. Premium Pay, Subsection X. Waste Resources Saturday Differential Pay, of the 2024 – 2027 MOU between SEIU and the County as follows:

- X. Waste Resources Saturday/Sunday Differential Pay. Waste Resources employees whose regular bi-weekly work schedule includes a Saturday and/or Sunday shall receive an additional differential of ten dollars (\$10.00) per hour for each hour they work on a Saturday and/or Sunday.

The terms of this side letter shall sunset at the expiration of this MOU unless the County elects to extend the provision. The County will notify SEIU in writing if it elects to terminate the provision.

All other terms and conditions of the MOU between the County and SEIU remain unchanged as per this Side Letter.

These provisions shall become effective the first full pay period following signatures by both parties and approval by the Board of Supervisors.

Tami Douglas - Schatz Date
Human Resources Director
County of Riverside

Eloy Alvarez Date
Regional Director
SEIU, Local 721

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Tami Douglas-Schatz Date
Human Resources Director
County of Riverside

 10/18/24
Eloy Alvarez Date
Regional Director
SEIU, Local 721